

TITLE, SERIES, GRADE: Principal Deputy for Enforcement Operations, ES-905

SALARY RANGE: \$107,550 to \$162,100*

*Policy is generally to pay SES employees in this range, commensurate with experience, superior leadership qualifications, and/or other competencies consistent with the agency mission, contingent on Department pay-setting rules.

PROMOTION POTENTIAL (IF ANY) TO: None

VACANCY ANNOUNCEMENT NUMBER: 05-SES-CRM-06

AREA OF CONSIDERATION: All Sources

OPENING DATE: 08/17/05

CLOSING DATE: 09/21/05

DUTY LOCATION: Criminal Division, Narcotic and Dangerous Drug Section, Washington, D.C.

NUMBER OF VACANCIES: 1 Position

JOB SUMMARY:

As Principal Deputy for Enforcement Operations for the Narcotic and Dangerous Drug Section, the incumbent's major duties and responsibilities will include: supervising and coordinating the most sensitive Department initiatives regarding investigation and prosecution of priority national and international drug trafficking groups; working closely with the Section Chief and other attorneys in the development of cases for prosecution and on policy matters; and coordinating with senior Department officials, United States Attorneys' Offices and other federal agencies devoted to narcotics enforcement and the development of cases against large-scale narcotic traffickers.

The incumbent has both line and staff responsibilities for the litigation, special operations and wiretap team units and supports the law enforcement community involved in the counter-narcotic missions, including case coordination, information sharing, resource assistance and expert advice. He/she will provide sound legal, strategic and policy guidance to client agencies to further multi-district cases of growing size and complexity.

MAJOR DUTIES:

The Principal Deputy Chief of NDDS will:

- insure that Section attorneys are properly prepared and trained to litigate complex matters, both in terms of their substantive knowledge and strategic insights.
- insure that appropriate technology is utilized to best advantage in complex investigations.
- assist and advise United States Attorneys' Offices in the preparation of significant and complex narcotic prosecutions.
- serve as a representative on a wide range of department, interagency and other committees and task forces.
- provide assistance and support to the Criminal Division's overseas training and development programs in narcotics-related topic areas.

MANDATORY QUALIFICATIONS:

Applicants for this position must provide a narrative that demonstrates strong possession of all six professional/technical skills listed below AND a narrative describing successful performance and creative leadership in prior managerial positions for each of the five Executive Core Qualifications as established by the U.S. Office of Personnel Management (OPM) outlined below under Executive/Managerial Requirements.

Professional/Technical Requirements: In addition to the Executive/Managerial requirements, applicants for this position must also provide a separate narrative that demonstrates strong professional/technical skills as listed below.

- 1) Ability to formulate and implement Departmental policies on all matters pertaining to assigned areas;
- 2) Thorough knowledge of Federal regulatory and investigatory agencies; on-going programs and key national goals and priorities relating to domestic and international narcotics law enforcement programs and policies;
- 3) Significant experience in supervising the development and prosecution of Federal criminal cases and reviewing the work product of attorneys;
- 4) Ability to establish and maintain harmonious relationships with the public, members of Congress, and Federal officials involved in narcotic and dangerous drug cases and related matters;
- 5) Extensive familiarity with CIPA and intelligence community issues.
- 6) Law degree and Bar membership is required.

DESIRABLE QUALIFICATION: A current or former federal prosecutor with at least seven to ten years experience.

EVALUATION:

Candidates will be evaluated on the **professional/technical requirements** identified above based on their total background, i.e., education, training, self-development, awards, outside activities, performance appraisal, as well as work history. If candidates are found to possess all six technical requirements, they will then be evaluated based on the **Executive Core Qualifications** as established by the U.S. Office of Personnel Management (OPM) outlined below.

Executive/Managerial Requirements:

ECQ 1 - LEADING CHANGE. This core qualification encompasses the ability to develop and implement an organizational vision, which integrates key national and

program goals, priorities, values, and other factors. Inherent to it is the ability to balance change and continuity--to continually strive to improve customer service and program performance within the basic Government framework, to create a work environment that encourages creative thinking, and to maintain focus, intensity and persistence, even under adversity. Leadership Competencies: Creativity & Innovation, Continual Learning, External Awareness, Flexibility, Resilience, Service Motivation, Strategic Thinking, Vision

- A. Exercising leadership and motivating managers to incorporate vision, strategic planning, and elements of quality management into the full range of the organization's activities; encouraging creative thinking and innovation; influencing others toward a spirit of service; designing and implementing new or cutting edge programs/processes.
- B. Identifying and integrating key issues affecting the organization, including political, economic, social, technological, and administrative factors.
- C. Understanding the roles and relationships of the components of the national policy making and implementation process, including the President, political appointees, Congress, the judiciary, state and local governments, and interest groups; and formulating effective strategies to balance those interests consistent with the business of the organization.
- D. Being open to change and new information; managing ambiguity; adapting behavior and work methods in response to new information, changing conditions, or unexpected obstacles; adjusting rapidly to new situations warranting attention and resolution.
- E. Displaying a high level of initiative, effort, and commitment to public service; being proactive and achievement- oriented; being self-motivated; pursuing self-development; seeking feedback from others and opportunities to master new knowledge.
- F. Dealing effectively with pressure; maintaining focus and intensity and remaining persistent, even under adversity; recovering quickly from setbacks.

ECQ 2 - LEADING PEOPLE. This core qualification involves the ability to design and implement strategies, which maximize employee potential and foster high ethical standards in meeting the organization's vision, mission, and goals. Leadership Competencies: Conflict Management, Cultural Awareness, Integrity/Honesty, Team Building

- A. Providing leadership in setting the workforce's expected performance levels commensurate with the organization's strategic objectives; inspiring, motivating, and guiding others toward goal accomplishment; empowering people by sharing power and authority.

- B. Promoting quality through effective use of the organization's performance management system (e.g., establishing performance standards, appraising staff accomplishments using the developed standards, and taking action to reward, counsel, or remove employees, as appropriate).
- C. Valuing cultural diversity and other differences; fostering an environment where people who are culturally diverse can work together cooperatively and effectively in achieving organizational goals.
- D. Assessing employees' unique developmental needs and providing developmental opportunities which maximize employees' capabilities and contribute to the achievement of organizational goals; developing leadership in others through coaching and mentoring.
- E. Fostering commitment, team spirit, pride, trust, and group identity; taking steps to prevent situations that could result in unpleasant confrontations.
- F. Resolving conflicts in a positive and constructive manner; this includes promoting labor/management partnerships and dealing effectively with employee relations matters, attending to morale and organizational climate issues, handling administrative, labor management, and EEO issues, and taking disciplinary actions when other means have not been successful.

ECQ 3 - RESULTS DRIVEN. This core qualification stresses accountability and continuous improvement. It includes the ability to make timely and effective decisions and produce results through strategic planning and the implementation and evaluation of programs and policies.

Leadership Competencies: Accountability, Customer Service, Decisiveness, Entrepreneurship, Problem Solving, Technical Credibility

- A. Understanding and appropriately applying procedures, requirements, regulations, and policies related to specialized expertise; understanding linkages between administrative competencies and mission needs; keeping current on issues, practices, and procedures in technical areas.
- B. Stressing results by formulating strategic program plans which assess policy/program feasibility and include realistic short- and long- term goals and objectives.
- C. Exercising good judgment in structuring and organizing work and setting priorities; balancing the interests of clients and readily readjusting priorities to respond to customer demands.
- D. Anticipating and identifying, diagnosing, and consulting on potential or actual problem areas relating to program implementation and goal achievement;

selecting from alternative courses of corrective action, and taking action from developed contingency plans.

- E. Setting program standards; holding self and others accountable for achieving these standards; acting decisively to modify them to promote customer service and/or the quality of programs and policies.
- F. Identifying opportunities to develop and market new products and services within or outside of the organization; taking risks to pursue a recognized benefit or advantage.

ECQ 4 - BUSINESS ACUMEN. This core qualification involves the ability to acquire and administer human, financial, material, and information resources in a manner which instills public trust and accomplishes the organization's mission, and to use new technology to enhance decision making.

Leadership Competencies: Financial Management, Technology Management, Human Resources Management

- A. Assessing current and future staffing needs based on organizational goals and budget realities. Applying merit principles to develop, select, and manage a diverse workforce.
- B. Overseeing the allocation of financial resources; identifying cost-effective approaches; establishing and assuring the use of internal controls for financial systems.
- C. Managing the budgetary process, including preparing and justifying a budget and operating the budget under organizational and Congressional procedures; understanding the marketing expertise necessary to ensure appropriate funding levels.
- D. Overseeing procurement and contracting procedures and processes.
- E. Integrating and coordinating logistical operations.
- F. Ensuring the efficient and cost-effective development and utilization of management information systems and other technological resources that meet the organization's needs; understanding the impact of technological changes on the organization.

ECQ 5 - BUILDING COALITIONS/ COMMUNICATION: This core qualification involves the ability to explain, advocate and express facts and ideas in a convincing manner, and negotiate with individuals and groups internally and externally. It also involves the ability to develop an expansive professional network with other organizations, and to identify the internal and external politics that impact the work of the organization.

Leadership Competencies: Influencing/Negotiating, Interpersonal Skills, Oral Communication, Partnering, Political Savvy, Written Communication.

- A. Representing and speaking for the organizational unit and its work (e.g., presenting, explaining, selling, defining, and negotiating) to those within and outside the office (e.g., agency heads and other Government executives; corporate executives; Office of Management and Budget officials; Congressional members and staff; the media; clientele and professional groups); making clear and convincing oral presentations to individuals and groups; listening effectively and clarifying information; facilitating an open exchange of ideas.
- B. Establishing and maintaining working relationships with internal organizational units (e.g., other program areas and staff support functions); approaching each problem situation with a clear perception of organizational and political reality; using contacts to build and strengthen internal support bases; getting understanding and support from higher level management.
- C. Developing and enhancing alliances with external groups (e.g., other agencies or firms, state and local governments, Congress, and clientele groups); engaging in cross functional activities; finding common ground with a widening range of stakeholders.
- D. Working in groups and teams; conducting briefings and other meetings; gaining cooperation from others to obtain information and accomplish goals; facilitating 'win-win' situations.
- E. Considering and responding appropriately to the needs, feelings, and capabilities of different people in different situations; is tactful and treats others with respect.
- F. Seeing that reports, memoranda, and other documents reflect the position and work of the organization in a clear, convincing, and organized manner.

OTHER INFORMATION:

- The managerial qualifications of a selectee who is not a current or former career Senior Executive Service (SES) employee must be approved by the Office of Personnel Management (OPM) before appointment. In addition, individuals entering the SES career service for the first time are subject to a one-year probationary period.
- If the selectee is not a current employee of the Offices, Boards, or Divisions of the U.S. Department of Justice, he/she will be required to submit to a urinalysis to screen for illegal drug use prior to appointment.
- Except where otherwise provided by law, there will be no discrimination because of color, race, religion, national origin, politics, marital status, disability, age, sex,

sexual orientation, membership or non-membership in an employee organization, or on the basis of personal favoritism.

- The Department of Justice welcomes and encourages applications from persons with physical and mental disabilities and will reasonably accommodate the needs of those persons. The Department is firmly committed to satisfying its affirmative obligations under the Rehabilitation Act of 1973, and to ensure that persons with disabilities have every opportunity to be hired and advanced.

HOW TO APPLY:

Applicants may choose one of three job application procedures. You may:

- (1) submit Optional Form (OF) 612, Optional Application for Federal Employment;
- (2) resume – please note that there are minimum requirements for resume content which are described in OPM Pamphlet OF-510, Applying for a Federal Job (copies of the OF-510 are available in most Federal agencies); or (3) Standard Form 171, Application for Federal Employment.

To receive full consideration, applicants must submit a separate supplementary statement addressing each of the Professional/Technical and Executive/Managerial Requirements listed above.

In addition, if you are a current or recent Federal employee, you must submit a performance appraisal issued within the past 12 months, or if none exists, a statement to that effect and a copy of your latest Notification of Personnel Action (SF-50).

Preference is to receive an application via e-mail at SES.CRMJOBS@USDOJ.GOV or faxed to (202) 353-0775.

Mailed applications **MUST BE RECEIVED BY CLOSING DATE** at:

Department of Justice/Criminal Division
McPherson Square, P.O. Box 27599
Attn: Ann Grace
Human Resources Management Staff,
Bond Building, Suite 5000
Washington, DC 20038

For additional information or copies of forms, please call (202) 514-2811. Applications must be **received by the closing date** to receive consideration. Applicants must meet qualification requirements by the closing date of the announcement.

CONTACT: Ann Grace

CONTACT PHONE: 202-305-4248

E-MAIL: SES.CRMJOBS@USDOJ.GOV

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